



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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PAUL DIETL
Chief Human Resources Officer

To: Appointing Authorities
Chiefs of Police

From: George Bibilos, Director
Organizational Development Group/Civil Service Unit

Date: January 28, 2013

Re: **2013 Regional Assessment Center Initiative**

The Human Resources Division (HRD) is pleased to announce the continuation of the **Regional Assessment Center Initiative**, an initiative to implement an Assessment Center form of civil service testing for the levels of Police Chief and Deputy Police Chief in the spring of 2013. **Please note: Communities who participated in the 2009, 2010, 2011, or 2012 Regional Assessment Center Initiative are not eligible to participate again in 2013 for the same exam title.**

Please see the Regional Assessment Center Q&A document on the Civil Service website (www.mass.gov/civilservice) for information regarding how to submit a request to participate in this Initiative; requests to participate should be filed as soon as possible, and no later than March 1, 2013. Seats are limited and will be filled on a first-come, first-served basis.

Assessment Centers are a series of exercises designed to test how well a candidate would perform in a job, using task simulations and role players to replicate real, on-the-job situations. Candidates are evaluated on qualities such as Decision-Making, Written and Oral Communication, Interpersonal Skills, and Leadership. As these qualities are important in the promotion of Chiefs and Deputy Police Chiefs, and yet difficult to measure in multiple-choice written exams, the use of Assessment Centers to evaluate promotional candidates is growing and gaining acceptance in Massachusetts. For many communities, the only barrier to using an assessment center is the relatively high costs associated with it, especially during these fiscal hard times.

Through the Regional Assessment Center Initiative, HRD is committed to overcome this barrier by offering civil service communities the option of a joint assessment center for the 2013 Police Chief and Deputy Police Chief exam series, at the same fee rate to applicants as our multiple-choice written promotional exam. We are also delighted that the initiative has brought forth a partnership among the Massachusetts Chiefs of Police Association (MCoPA), EB Jacobs, an international public safety testing consultant, and HRD. In the upcoming months, MCoPA continue to provide assessors and subject matter expertise at no cost to the Commonwealth, and EB Jacobs will assist in test validity.

If your community anticipates a vacancy in the title of Police Chief or Deputy Police Chief within the next two years, HRD encourages you to join us in this testing initiative. We believe that this is an exceptional opportunity since the use of an Assessment Center has proven to be effective and insightful for both candidates and Appointing Authorities.

If you do not foresee a Police Chief or Deputy Police Chief vacancy in your community, you can still join us and support this initiative by serving as an assessor or by assisting us at the testing site. For more information regarding the Regional Assessment Center Initiative, please visit HRD's Civil Service website

(www.mass.gov/civilservice), or contact Ms. Loren Fitzgibbons at Loren.Fitzgibbons@MassMail.State.MA.US or (617) 878-9741. We look forward to hearing from you.